LETTER OF AGREEMENT

Outpatient Surgery (Day Surgery)

Withstanding all other provisions of the collective bargaining agreement, unless explicitly stated within this letter of agreement, the parties hereby agree as follows:

1. All benefitted (full time and part time) Outpatient Surgery staff RNs will be required to take call.

2. All benefitted (full time and part time) Outpatient Surgery staff RNs will be required to take call for holiday coverage. Holiday call coverage for Outpatient Surgery shall be exempt from Article 8.17. Holidays for purposes of holiday call shall be Thanksgiving, Christmas, New Year's, Easter, Memorial Day, July 4th, and Labor Day. Holiday call rotation shall be assigned upon hire to the department, to rotate annually, through one major and one minor holiday per year. Within reason, the holiday rotation shall be assigned to the position and a vacated nurse's rotation shall follow to the newly awarded position. Under no circumstances shall a nurse be assigned to take more than one (1) full weekend of holiday call coverage per year (example: should a holiday fall on a Friday and/or Monday, one nurse is assigned the call coverage for the entire weekend.) No nurse should be assigned more than one (1) such weekend per year.

3. Within one (1) year of hire into the Outpatient Surgery department, benefitted nurses will be trained and eligible to take call in order to reduce the call burden on all department staff as much as possible.

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4. The Medical Center will make a reasonable effort to allow nurses who work eight (8) hour shifts and forty (40) hour weeks the opportunity for an extra day off during the week before and/or the week after their weekend on-call.

5. The Medical Center will pay for up to three (3) subscriptions to professional surgical services nursing and/or gastroenterology nursing journals (e.g. AORN, ASPAN, SGNA) to be available in the break room so staff may stay up to date with regard to the latest evidence based data.

6. In the event of low census hours, the nurse manager or designee in charge of the department will assign hours off in the following order:

   a. (1 & 2) preference will begin with offering time off to the nurse who was just on-call and worked at least four (4) call hours or any quantity of call hours after 8 p.m. during their call shift. If post call nurses did not work at least four (4) call hours or any hours after 8 p.m. during the previous call shift, priority will fall to offering time off to the nurse who will be on-call that night if there are late case(s) (defined as cases scheduled to begin at 4 p.m. or later) anticipated/scheduled. This will be offered as stated here regardless of the core schedule of the nurse.

   b. (3) “agency” traveler and temporary nurses;

   c. (4) nurses working at a premium rate of pay;

   d. (5) volunteers by order of percentage of low census hours already taken;

   e. (6) casual part-time, staff working that day in excess of regularly scheduled shifts;
f. (7) then by a system of rotation among the remaining nurses. The system of rotation shall be established by the UBC, copies of which will be kept on the unit, in the staffing office and sent to the Association.

OREGON NURSES ASSOCIATION

Courtney Niebel
Labor Relations Representative

Date: 11/3/18

MERCY MEDICAL CENTER

Debbie Boswell
COO/CNO

Date: 11/11/18